WHIST - Women’s careers hitting the target
Final conference

Amalia Ercoli Finzi
Brussels – November 2011
Tecnology - Science

Communication

First Italian TV – 1936

Organic light-emitting diode

Mobile phone distribution
Navigation

GPS Constellation
10-20 m

Transportation

Harmony Express Maglev train
Materials

Nano speed reducer gear 15.342 atoms-11.3 nm
Medical diagnostic imaging

Flexible e-paper
Light reflectors
Organic transistors

Life quality improvement
Gender – Science and technology

Stereotypes: no talented, no logical, no time, ……

Science and Technology are the last men’s fortress

The career
- Selection
- Work experiences
- Competitiveness
- Economical advantages
- Time and power consuming
- Appreciations
- Rapid and constant updating
- Self-appraisal

Women find difficulties to enter and get on career in techno-scientific environments
What to do

Individuals
- Exceptionality
- Environment in favour
- Chanches

Society
- Programs analysis experimentation guidelines
  WHIST

Recommendations:
- only for scientists and technologists
- only for women
- only for career
Experimentation at Aarhus University

- Strong task force (consensus)
- Efficient promoting committee (dedication)
- Continuous monitoring of implementation and results

1. Breaking action - 20 new positions
2. Mentoring program
   - Young female researchers – experienced researchers
   - Professional supervisors: how to engage and become part of the research environment and to navigate in
   - National and international contacts

The wings of a prominent researcher
Experimentation at Fraunhofer

Visibility of gender diversity topics (ILA)
Structural features implementation in the decision making body

Information – Intranet
Online survey

Re-entry support action
News letter - Baby present - Seminar (10 participants)

Workshop on gender diversity
Lack of participation
Experimentation at ESA

Institutional Committee
“Managing Diversity” seminar

Models
Intranet “Women at ESA”

Life at ESA
Expat at ESA

Particular access conditions to ESA
Site location - Geographical distribution – Prerequisites
Work conditions (93%)

Promotion at State Member level
LAIKA

Huskie mix
November 3, 1957

3 years old
1 day
Svetlana Savitskaya

Parachutist - 14 km free fall
19-27 August, 1982
Second woman in space
Salyut 7 (Soyuz T7 for privacy)

Salyut 7-EP4
July 25, 1984 - 3h 48'
Extra Vehicular Activity - First woman
Multipurpose tool
Female mission canceled
Amalia Ercoli Finzi

Astronauts

STS 114
July 26-August 9 2005
Return to flight mission
360° maneuver
Pamela A. Melroy
STS 120 commander
October/November 2007

Peggy A. Whitson
Biochemistry researcher
First woman ISS commander
October 2007/April 2008
Columbus - Kibo – Dextre
5 EVA

Node 2 Harmony
Space activity
Google Lunar X-Prize

International competition privately funded
• Land a rover on the Moon
• Travel for 500 m on the Moon
• Send images and data to Earth

• **Team Italia** (Universities and industries)